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# Transition Assistance Program Re-Design

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*SUPPORTS SERVICE MEMBER CAREER READINESS*



# Bottom Line Up Front

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- In response to President Obama's 5 August 2011 address at the Washington Navy Yard, multiple agencies collaborated to redesign the Transition Assistance Program (TAP) to embed Career Readiness Standards as core to a successful transition
- Key Elements of Re-designed TAP allow Service members to depart "career ready"
  - Updated program supports individual Service members needs and goals
    - Individual focus on personal goals – education and/or employment
    - Members develop an individual transition plan to meet new Career Readiness Standards
    - Preparation begins at accession
  - Curriculum includes:
    - Critical job search skills
    - Military Occupational Code (MOC) crosswalk between military skills/experience converted to civilian knowledge, skills and abilities
    - Updated Veterans Affairs (VA) benefits briefs
- The proposed programs are fully compliant with the Veterans Opportunity to Work (VOW) to Hire Heroes Act

*REDESIGNED SERVICE MEMBER TRANSITION SUPPORT*



# Features of Revised Transition Assistance Program

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***The focus of DoD/VA/Department of Labor (DOL) efforts are to reform TAP from a discontinuous set of activities to a cohesive, modular, mandatory training to ensure “career readiness”.***

- Provides a modular curriculum with standardized learning objectives
  - Core curriculum with the DOL Employment Workshop (DOL EW) supplemented by unique tracks chosen by Service members: Education, Technical Training, and Entrepreneurship
- Delivers a significantly enriched set of “tools” at end-of-term
  - Sample tools include “Gold Card” certificate to DOL priority services, VA benefits registration, resume, military skills crosswalk to civilian workforce skills, 12 month post-separation budget, and an Individual Transition Plan
- Reflects linked, interagency effort; Service member integrated with DoD, DoL, VA, Small Business Administration (SBA) infrastructure and service models
- Capstone validates readiness and strengthens connections to enhance the transition from Service member to Veteran status

***STRUCTURED & INTEGRATED TRANSITION MODEL***



# VOW Act Mandatory Elements

Amendment to HR 674 "VOW to Hire Heroes Act of 2011" (VOW Act) **requires**:

## (1) TAP Pre-separation Counseling

- Ensures all active duty separating Service members have the opportunity to be made aware of the transition services and benefits available to assist them and their spouses in adjusting to civilian life

## (2) Department of Labor (DoL) Employment Workshop with some Exemptions

- Provides employment/vocational guidance to assist Service members in making informed career choices

## (3) Veterans Affairs (VA) Benefits Briefing

- Provides transitioning Service members benefits information on disability compensation, health care, education, and training opportunities, home loans, and life insurance options

TAP Re-design Additions - Supported by December 2011 Report

### **Core Curriculum:**

- MOC Crosswalk
- Financial Planning
- ITP Preparation

### **GPS Curriculum:**

- Education Track
- Entrepreneurship Track
- Technical Training Track
- Capstone

***MANDATORY & MEASURED TRANSITION SUPPORT***



# Key Curriculum Outcomes

- Service members will complete the training curriculum with tangible outcomes
- Outcome completion will be verified via the Capstone

Core Curriculum	DOL Employment Workshop	Education Track
<ul style="list-style-type: none"><li>➤ Document the Continuum of Military Service decision</li><li>➤ MOC Crosswalk</li><li>➤ Document requirements for civilian certification, licensure, and/or apprenticeship</li><li>➤ Registration for VA eBenefits and education about initial claim, home loans, health benefits, prescription benefits, and GI Bill transferability</li><li>➤ 12-month post-separation budget reflecting personal goals</li><li>➤ Standardized Individual Transition Plan (ITP) documenting personal and employment/entrepreneurship/education/technical training goals, actions and milestones</li></ul>	<ul style="list-style-type: none"><li>➤ “Gold Card” Certificate for DOL American Job Centers (AJC)</li><li>➤ Job Application Package including:<ul style="list-style-type: none"><li>• Resume (private and/or Federal)</li><li>• Reference list (personal and professional)</li><li>• Two Job applications Or</li><li>• Job offer letter</li></ul></li></ul>	<ul style="list-style-type: none"><li>➤ Results of assessment</li><li>➤ Application package or acceptance letter for selected college or university</li><li>➤ Confirmed One-on-One counseling with a college or university advisor</li></ul>
		Technical Training Track
		<ul style="list-style-type: none"><li>➤ Results of assessment</li><li>➤ Application package or acceptance letter for selected technical training institution</li><li>➤ Understanding of Web-based tools for certification training</li><li>➤ Confirmed One-on-One counseling with technical training institution advisor</li></ul>
		Entrepreneurship Track
		<ul style="list-style-type: none"><li>➤ Connection to the Small Business Association (SBA) in local area</li><li>➤ Feasibility of initial business plan</li></ul>

**VERIFIED TANGIBLE OUTCOMES ➡ CAREER READINESS**



# Transition GPS Core Curriculum

## Piloted, Lessons Learned & Way Ahead

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- Transition GPS Core Curriculum pilot - 7 installations, 950 participants
- Applied Lessons Learned:
  - Pre- and post tests showed significant increase in SMs' topic knowledge
  - Financial Planning and DOL EW well-received; VA Benefits impacted SMs' future plans; MOC Crosswalk needs work
  - Increased Reserve Component perspective in curriculum and integration
  - Classroom Internet connectivity an asset to learning; class size (50) on target
- Way Ahead:
  - Implement Transition GPS across DoD with interagency partner support
  - Transition GPS (Core and Tracks) to be fully implemented by end 2013;
  - Embed Transition GPS into the Military Life Cycle by end 2014
  - Codify performance measures within Interagency processes

*TESTED – VALUED – SUPPORTED ➡ POWERFUL CHANGE*